

541—4.4(19B) Definitions. Words and terms not defined below shall have the ordinary meaning given to them in Iowa Code chapter 4, unless the construction would be inconsistent with the manifest intent of the general assembly.

“Affirmative action” means action appropriate to overcome the effects of past or present practices, policies or other barriers to equal employment opportunity.

“Contract compliance” means to conform with the applicable state equal opportunity rules and laws while performing a state contract or agreement.

“DBE” means disadvantaged business enterprise.

“DOM” means department of management.

“MBE” means minority business enterprise.

“Minority, women’s, and disadvantaged business enterprises” shall have the same meaning as the term is used in Iowa Code section 15.102(5): a small business which is 51 percent or more owned, operated, and actively managed by one or more women or minority persons. As used in this subsection, “minority person” means an individual who is a Black, Hispanic, Asian, or Pacific Islander, or American Indian or Alaskan native.

“Protected class” means racial or ethnic minorities, sex, age, creed, color, national origin, religion, or mental and physical disability.

“State financial assistance” means any state moneys which pass through a state department to other entities for the purpose of funding public improvements or programs providing a public service where there may be opportunities for purchasing supplies, equipment, construction, and services.

State financial assistance as defined in this program does not include:

1. Moneys subject to the requirements of Iowa Code sections 73.16 to 73.21.
2. State and federal matching dollars where federal guidelines are more stringent than state requirements.
3. Tax credit, tax replacements and fee refunds.
4. State mandated formula distribution.
5. Benefits paid directly to individuals.

“Subcontractor” means any person (other than a person who is an employee of the contractor) who has agreed or arranged with a contractor to undertake a portion of the contractor’s obligations or the performance of work in connection with a state contract.

“WBE” means women business enterprise.